

## REGULAR BOARD MEETING AUGUST 23, 2004

The Board of Directors of the Davenport Community School District in the Counties of Scott and Muscatine, State of Iowa, met in Regular Session on Monday, August 23, 2004 pursuant to law and the rules of said Board. The meeting was held in the Jim Hester Board Room at the Davenport Schools Administration Service Center, 1606 Brady Street, Davenport, Iowa, in said district. President Susan Low called the meeting to order at 7:05 PM.

The following board members were present: President Susan Low; Directors Nikki DeFauw, Alan Guard, Larry Roberson, Timothy Tupper, and Patt Zamora. Absent: Director Richard Clewell. Interim Superintendent Dr. Norbert Schuerman was also in attendance for the board meeting.

### 6:30 PM RECEPTION IN JIM HESTER BOARD ROOM

There was a reception from 6:30 to 7:00 PM in the Jim Hester Board Room to give people an opportunity to welcome Dr. Norbert Schuerman and his wife Charlotte to our school district. The reception followed a ribbon cutting ceremony for the new Davenport School Museum at 6:00 PM in the lower level of the Administration Service Center.

### 7:05 PM REGULAR MEETING

#### RECOGNITIONS

##### I. RECOGNITIONS

##### A. **Davenport School Museum – Susan Low, Board President**

On behalf of the School Board, President Susan Low congratulated members of the Davenport School Museum on their efforts in opening up the new museum for our District. A ribbon cutting ceremony was held at 6:00 PM to allow officers of the Museum Board to officially open the museum. Bob McCue and other members actively involved on the Museum Board were recognized for their dedication and support in preserving the history of our School District. The museum now was at an operational point and has its new location in the lower level of the Administration Service Center. Mr. Bob McCue expressed appreciation on behalf of the Museum for all the help received from the District and Bill Good in setting up a place to house and display the items belonging to the School District and individuals. Board Members were introduced by President Bob McCue as **Ron Schneider, Shirley Plumb, Theresa Stelk, Shirley Kilfoy, Clara Haack, and Clara Wellendorf.**

President Low noted that if people were interested in helping with the Museum or had any questions about the Museum, they should contact Bob McCue. At this time the Museum will be open on Fridays from 1:00 to 4:00 PM and at other times by appointment.

B. **First Class Project 2004 – *Karen Farley, Development Specialist***

**Karen Farley**, Development Specialist, told the Board the seventh year of the First Class Project collection of school supplies was an unqualified success! This was her first year coordinating the project, and people who had worked before came forward to help. More than 75,000 items were donated– helping the Davenport District and the Davenport Diocese Schools give students important “tools” for learning.

Huge support for this project was provided by the **United States Post Offices** in Davenport, Buffalo, Blue Grass and Walcott and the members of the **National Association of Letter Carriers Branch 506** who walked their routes door-to-door collecting the supplies from mailboxes, porches and door handles. It took dozens of volunteers from the schools, community organizations and businesses to pull off such an incredible feat year after year. Special recognition was given to **Dan Foley**, postmaster in Davenport; the postmasters of Blue Grass, Buffalo and Walcott; **Mark Curliss**, President of Branch 506 of the Letter Carriers; **Post Office staff** at all locations for collecting items for two weeks prior to the event. Also recognized were **Vivian Moore** and principal **Rick Herrig** of Wood for allowing the volunteers to take over their cafeteria for three days; local media for their help in getting the word out; and to the members of the First Class Committee: **Linda Doran, Sue Lynch, Linda McClurg, Linda Smith-Kortemeyer, Anna Walker, Rita Watts, Teresa Wessling**, and retiree **Linda Levsen**. The District also wanted to thank people in our community for showing their commitment to education and to our students by donating so many school supplies.

C. **Energy Awards – *Bill Good, Director of Support Services***

Bill Good, Director of Support Services, talked about the Davenport Community School District being a leader in energy conservation for many years. He said we may remember the District was recognized in 1997 as the National Educational leader in energy conservation by the Environmental Protection Agency.

All energy expenditures come from the general fund which was responsible for salaries and supplies supporting students. We were approached by an outside agency, but since administrative fees were expensive, we felt we could do a better job ourselves. As a result of making significant contributions to saving energy, (over \$200,000/year) eight schools received new computers as a reward for their efforts. **Blue Grass, Buchanan, Jackson, Eisenhower, Fillmore, Williams, North, and Walcott** have realized significant savings. Also recognized as making contributions were: **Food Service staff at Central High School; night Custodial staff and Paul Johnson at the Kimberly Center; staff at Wood Intermediate; Head Custodian Bob Fox and Principal Jeff Womack from Lincoln; staff and principal Bill Long at Wilson Elementary School; Donna Cooper and Tom Hunt from Support Services, Ethel Reynolds from ASC, West High student newspaper, and the Board of Education.** Mr. Good also thanked **Sally Ellis, Custodian at Eisenhower; Marilyn Wolford, Custodian at Walcott; Jane Petty Interim Principal at North; and Diane Soppe, Food Service Manager at Central.**

Mr. Good presented a special thank-you to **Tom Hunt** and **Donna Cooper** for their hard work with energy conservation. Board members received "Attitude Is Contagious" pins in appreciation of their efforts for conservation by approving bids needed, such as boilers that help conserve energy. Mr. Good thanked **Gary Sloat** and **his staff** for making arrangements for installation of the new computers at the buildings. Mr. Good noted we saved money by avoiding costs last year with conservation methods, but we also received energy rebates of about \$85,000 to offset other expenditures. It takes everyone to make this a successful effort, and we hope to maintain and increase our awareness to save energy district wide. The District believes that utilization of our finite resources is not only very important, but it is our responsibility.

## COMMUNICATIONS

### II. COMMUNICATIONS

- A. Monday, August 30, First Day of School for Students
- B. Monday, September 6 – Labor Day Holiday
- C. Monday, September 13, 5:30 PM, Committee of the Whole, Administration Service Center, Jim Hester Board Room
- D. Tuesday, September 14, School Board Election: Time will be 12:00 Noon until 8 PM
  - ❖ OTHER SCHOOL BOARD ELECTION INFORMATION
  - ❖ Monday, August 30 – Worry-Free Postmark Date for Voter Registration
  - ❖ Friday, September 3 – Voter Registration Deadline
- E. Monday, September 20, 6:30 PM, Reception for School Board and Student School Board Members, Administration Service Center, Jim Hester Board Room
- F. Monday, September 20, 7:00 PM, Organization Board Meeting, Administration Service Center, Jim Hester Board Room
- G. Monday, September 27, 7:00 PM, Regular Board Meeting, Administration Service Center, Jim Hester Board Room
- H. Open Forum for Community Input
  - 1. Representatives from the QC Elite F.I.R.S.T. Robotics Team requested time during Open Forum to show the Board what this program was all about and to ask for support in continuing this co-curricular club. Jeremiah, Mark, Pat, Shawn, and Adam attended the meeting and reported since Jon Burgstrum was not available. The students showed a video about the First Robotics Competition 2003 award winners. The students said this organization was a challenge of cooperation. It was more than just a science and technology group. The students were mentors, scholars, partners, and leaders who inspire others to meet challenges and look to the future. They help change the community, culture, and future by visualizing excellence. They were a force that has community impact and will help with cultural transformation. The students were asking for team work and cooperation between the schools. This was the fifth year for the QC Elite and they won a number of awards through the years. In 2004 they were among the Midwest Finalists and placed 8 out of 73 in one challenge and 29 out of 295 in the country. QC Elite has members from Davenport West, Sherrard, and Moline School District.

The students said they would like to grow even more and have 50 members. They

have a number of activities to involve people, and they hoped the Board would recognize some of the things they were doing which might help them expand and even receive some grants for new robotic projects. They concluded by saying, "We are the QC Elite, and we build robots." Director Zamora commented that she had seen the students when they were at Perry School and thought they were outstanding. President Low thanked the students and their sponsor for making the presentation and keeping the Board informed on their successes. It was very informative for people to learn what our students can do.

## CONSENT AGENDA

### III. CONSENT AGENDA

To conserve time and focus attention on non-routine matters on the agenda, the Board considered a number of items grouped together as a Consent Agenda, all items to be approved in one motion.

#### A. Reading of the Minutes of the Last Regular Board Meeting

The minutes from the last regular board meeting on August 9, 2004 were presented for approval.

#### B. Financial Report

It was recommended that the Treasurer's monthly reports of receipts and disbursements of the various funds for the periods ending May 31, 2004 and June 30, 2004 be approved.

#### C. Personnel: Appointments, Resignations, Etc.

##### RESIGNATIONS: ADMINISTRATIVE

Budde, Anne	Effective: August 24, 2004
Assistant Principal of Student Activities	Years of Service: 11 yrs
North High School	Reason: Other Employment

##### RECOMMENDATIONS: ADMINISTRATIVE

Orfitelli, Michael	Effective: August 24, 2004
Assistant Principal of Student Activities	Contract: 204 days of 220 day contract
North High School	Salary: TBD

##### RESIGNATIONS: CERTIFICATED

Herrig, Amy	Effective: August 2, 2004
PreSchool	Years of Service: 11 mos
Hayes Elementary	

Regan, Michael	Effective: August 8, 2004
Science	Years of Service: 1 yr
West High	

Wanek, Melissa	Effective: August 10, 2004
Kindergarten	Years of Service: 5 yrs
Jefferson/Edison	

## LEAVES OF ABSENCE: CERTIFICATED

Gunnare, Lynn LOA	Extension of Extended Leave of Absence without pay Effective: August 21, 2004 thru August 20, 2005
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## RESIGNATIONS: SUPPLEMENTAL CONTRACTS

Daniels, Lynn 7 <sup>th</sup> Grade Boys' Basketball Coach Wood Intermediate	\$1,721.00 7%
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Flynn, Jon Intermediate Co-Ed Track Coach Smart Intermediate	\$1,721.00 7%
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Heller, Brian Department Head Williams Intermediate	\$1,475.00 6%
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Huntley, David 7 <sup>th</sup> Grade Boys' Basketball Coach Walcott Intermediate	\$1,721.00 7%
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Smith, Keith 9 <sup>th</sup> Grade Football Assistant Coach Central High	\$1,967.00 8%
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Valleroy, Julia Swimming Intermediate CoEd West Central High	\$1,475.00 6%
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Wachal, Cory Assistant Varsity Baseball Coach North High	\$3,443.00 14%
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Weisrock, James 8 <sup>th</sup> Grade Wrestling Coach Walcott Intermediate	\$1,721.00 7%
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## APPOINTMENTS: SUPPLEMENTAL CONTRACTS

Baresel, Paul Head Boys' Cross Country Coach Central High	\$1,721.00 7%
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Broughton, Tonya 7 <sup>th</sup> Grade Volleyball, additional if needed Smart Intermediate	\$1,967.00 8%
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Hobart, Pamela 7 <sup>th</sup> Grade Girls' Basketball Coach Smart Intermediate	\$1,721.00 7%
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Overton, Stephen Assistant Sophomore Football Coach North High	\$2,459.00 10%
Steffen, Barbara Intermediate Intramurals Smart Intermediate	\$1,230.00 5%
Steffen, Barbara 8 <sup>th</sup> Grade Volleyball, additional of needed Smart Intermediate	\$1,967.00 8%
Wachal, Cory Head Varsity Baseball Coach North High	\$4,672.00 19%

## APPOINTMENTS: CERTIFICATED

<del>Abdul-Qawi, Muhammad Language Arts, Grade 8 Smart Intermediate</del>	<del>Degree: M.Ed – Step 6 Effective: August 25, 2004 Salary: \$35,336.00</del>
Ehrecke, Cassandra Grant Manager/Parent Liaison Washington Elementary	Degree: B.A. – Step 3 Effective: August 25, 2004 Salary: \$27,764.00
Fitzpatrick, Breanna At Risk Harrison Street	Degree: B.A. – Step 1 Effective: August 25, 2004 Salary: \$25,240.00
Gibbs, Shannon Reading Recovery (.5) Wilson Elementary	Degree: B.A. – Step 1 Effective: August 25, 2004 Salary: \$12,620.00
Heeter, Todd Social Studies Central High	Degree: B.A. – Step 11 Effective: August 25, 2004 Salary: \$37,860.00
Hogan, Kristine Special Education – MC/SCI West High	Degree: B.S. – Step 2 Effective: August 25, 2004 Salary: \$26,502.00
Lietz, Renne Biology West High	Degree: B.A. – Step 11 Effective: August 25, 2004 Salary: \$37,860.00
Litke, Howard Special Education – BD West High	Degree: M.Ed. – Step 11 Effective: August 25, 2004 Salary: \$41,646.00
Roehm, Kelly Science, Grade 6 Smart Intermediate	Degree: B.S. – Step 1 Effective: August 25, 2004 Salary: \$25,240.00

Weaver, Jessica  
Social Studies, Grade 7  
Young Intermediate  
Degree: B.A. – Step 1  
Effective: August 25, 2004  
Salary: \$25,240.00

Wine, Amy  
School Social Worker (188 days)  
North High  
Degree: M.S.W. – Step 10  
Effective: August 25, 2004  
Salary: \$41,038.87

## RESIGNATIONS/TERMINATIONS: CLASSIFIED

Adams, Brian  
Para Educator  
Buchanan Elementary  
Effective: August 9, 2004  
Years of Service: 8 mos

Chehak, Cindy  
Para Educator  
Eisenhower Elementary  
Effective: August 4, 2004  
Years of Service: 1 yr 8 mos

Collignon, Kay  
Para Educator  
LOA  
Effective: August 12, 2004  
Years of Service: 4 yrs 5 mos

Ehlers, Kristy  
Para Educator  
Children's Village at Hoover  
Effective:  
Years of Service: 1 yr 4 mos

Halferty, Heidi  
Para Educator  
Walcott  
Effective: August 3, 2004  
Years of Service: 8 mos

Parris, Theresa  
Cook In Charge  
Harrison  
Effective: August 16, 2004  
Years of Service: 6 mos

Klug, Linda  
Cook  
North High School  
Effective: August 27, 2004  
Years of Service: 4 yrs 27 days

Martinez, Aleixi  
Para Educator  
Childs Play Daycare  
Effective: July 30, 2004  
Years of Service: 3 yrs 7 mos

Martinez, Barbara  
Para Educator  
KCAE  
Effective: August 4, 2004  
Years of Service: 8 mos

Mattingly, Francis  
Para Educator  
LOA  
Effective: August 17, 2004  
Years of Service: 1 yr 10 mos

McDowell, Nathan  
Para Educator  
Garfield Elementary  
Effective: July 28, 2003  
Years of Service: 1 yr 6 mos

Seibert, Donna  
Para Educator  
McKinley Elementary

Effective: July 26, 2004  
Years of Service: 12 yrs 8 mos

Unterseher, Molly  
Para Educator  
Hayes

Effective: August 2, 2004  
Years of Service: 6 mos

LEAVES OF ABSENCE: CLASSIFIED

Fox, Melissa  
Para Educator  
Lincoln Elementary

Unpaid Leave of Absence  
Effective: August 30, 2004 to Start of School 2005

Mangels, Suellyn  
Para Educator  
Smart Intermediate

Unpaid Leave of Absence  
Effective: August 30, 2004 to January 19, 2005

RETIREMENTS: CLASSIFIED

Heishman, Cherie  
Para Educator  
Washington Elementary

Effective: August 2, 2004  
Years of Service: 4 yrs 4 mos

Mulhausen, Carol  
Para Educator  
McKinley Elementary

Effective: November 23, 2004  
Years of Service: 12 yrs 2 mos

APPOINTMENTS: CLASSIFIED

Alvarado, Debra  
Para Educator  
Eisenhower Elementary

Effective: August 23, 2004  
Salary: \$6.80  
Hours: 6.5 hours/day

Anderson, Katherine  
Community Site Facilitator  
Wilson Elementary

Effective: August 30, 2004  
Salary: \$27,258  
Hours: 6-8 hours/day

Corbin, Julaine  
Para Educator  
Monroe Elementary

Effective: August 11, 2004  
Salary: \$6.80  
Hours: 7.0 hours/day

Hurst, Angela  
Para Educator  
Children's Village

Effective: July 28, 2004  
Salary: \$8.40  
Hours: 7.20 hours/day

Leatherman, Debra  
Para Educator  
Wood Intermediate

Effective: August 30, 2004  
Salary: \$6.80  
Hours: 7.0 hours/day

Martin, Erin  
Clerk II (.5)  
Kimberly Center

Effective: August 9, 2004  
Salary: \$9.55  
Hrs: 5 hrs/day

Petre, Chasity Para Educator Washington Elementary	Effective: August 30, 2004 Salary: \$6.80 Hours: 6.5 hours/day
Reiter, Jaime Administrative Assistant ASC	Effective: August 23, 2004 Salary: \$14.34 Hours: 8 hours/day
Reyes, Phillip Campus Security KCAE	Effective: August 30, 2004 Salary: \$10.71 Hours: 8 hours/day
Roberson, Heather Para Educator Jackson Elementary	Effective: August 30, 2004 Salary: \$6.80 Hours: 6.0 hours/day

\* Not a Teacher      \*\* Guest Teacher      \*\*\* Not a Replacement

**MOTION:** Director Zamora moved the Board approve the Consent Agenda as presented including the change which was placed at the board table removing the name of “Abdul-Qawi, Muhammad, Language Arts at Smart,” from the list of approvals in the Personnel Section. Director Guard seconded the motion.

The vote on the motion was called and recorded as follows: Ayes: Zamora, Guard, DeFauw, Roberson, Tupper, and Low. Motion carried unanimously.

## APPROVAL OF BILLS

### IV. APPROVAL OF BILLS

A resolution was recommended by the Administration for adoption of the bills.

**MOTION:** Director Guard moved the following resolution: “Resolved that all claims presented to the Board having been duly certified as correct by the Secretary, and reviewed by the administration and Board Treasurer, the same be and they are hereby audited and allowed as just claims and warrants drawn on the Treasury for the several amounts. Further Resolved, that the payment of claims and salaries be approved as presented without exception.” Director DeFauw seconded the motion.

The vote on the motion was called and recorded as follows: Ayes: Guard, DeFauw, Roberson, Tupper, Zamora, and Low. Motion carried unanimously.

## OTHER ITEMS REQUIRING ACTION

### V. OTHER ITEMS REQUIRING ACTION

#### A. CSIP District Long-Range Goals

Five long-range goals were presented last June in a report about the Comprehensive School Improvement Plan. The administration recommended approval of the five district long-range goals that were presented to meet locally determined student needs and to address state and federal student accountability.

**MOTION:** Director Tupper moved the Board approve the five long-range goals previously presented in a report about the Comprehensive School Improvement Plan. Director Zamora seconded the motion.

Director Tupper noted the goals reflect input from the Local School Improvement Advisory Committee. The fifth goal was new, expressing the goals of the group and broadening their perspectives.

The vote on the motion was called and recorded as follows: Ayes: Tupper, Zamora, DeFauw, Guard, Roberson, and Low. Motion carried unanimously.

The District Long-Range Goals are outlined as follows:

Goal 1: All K-12 students will reach high levels of literacy achievement

Goal 2: All K-12 students will achieve at high levels in mathematics

Goal 3: All K-12 students will achieve at high levels in science

Goal 4: All students will feel safe at and connected to school

Goal 5: All students will have access to experiences in creative arts, technology, physical education and health education

NOTE: A full outline of the CSIP goals and desired targets will be included in the minutes of record.

#### **B. Board Policy #504.03 Search and Seizure Revision**

The Policy Committee recommended revisions in Board Policy #504.03--Search and Seizure.

**MOTION:** Director Guard moved the Board approve the minor revisions made in Board Policy #504.03—Search and Seizure with the addition of the paragraph, “Periodically a drug sniffing dog will be used to check lockers and parking lots as a regular part of the substance abuse prevention program. This will be effective as of August 23, 2004.” Director Roberson seconded the motion.

President Low said the Board received a copy of the revised administrative procedure for this policy. She and Director DeFauw saw the dog demonstrate his talents in sniffing out drugs at a planned meeting last week at the Kimberly Center. There were high school principals and other administrators who attended the demonstration, and they had an opportunity to ask questions about the procedures to be followed. Corp. Kerr brought his dog along and the dog was off his leash while he was working in the room. The dog sat quietly and never bothered anyone. When the police officer was ready, the dog was on a leash and then searched for the hidden drugs for the exercise. The dog was right on target and was very well behaved. We were informed how the dogs were trained to pick up certain smells and we learned how the searches would be performed. Students will be in class during the search and not involved personally with the dog. The scent of drugs can last for many months, and there are ways the trainers can use the dogs to double check their findings. Also it should be noted just because the dog alerts to a locker, it doesn't mean someone is guilty of having drugs; but the person may have been around someone with drugs in their possession.

Principal Tim Wernentin said the dog was very experienced and a well-trained animal. The trainer was very knowledgeable about the law. He said all the high schools were interested in this. It will be a good experience and he looked forward to having the training exercise at Central. Director DeFauw said the demonstration gave her assurance we can conduct the search without jeopardizing our students' safety. The dog obeyed all the commands and did not roam around the room.

Director Guard thought it was appropriate to read a quote from Director Clewell who could not be at the meeting tonight, but he was on the Policy Committee. “I just want to make sure this practice is one of many the District is taking to support the quality of education in our schools. We have not felt the need to institute random drug testing of our students, nor were the use of dogs a response to widespread drug use. We must maintain the dignity of our students. It should be seen as one practice in our multi-disciplinary approach to assure drugs do not become an issue and affect the delivery of education to our students.” Richard Clewell.

Director Roberson asked how often the dogs would be used to check lockers and if notification would be sent home first. President Low said the procedure indicated it could be an unannounced sweep. On the first instance, it will be up to the principal to decide whether it would be announced ahead of time. The idea was to keep drugs out of schools. If an unannounced search kept drugs away, then that would be doing the purpose also. The trainer may search in the parking lot of the school or in the lockers without upsetting the plans of the District.

Dr. Schuerman said the principals have information they need and were supportive of this practice in the District. Parents who want to know more will be informed. President Low said this will be a training experience for the dogs and officers. They can train with dogs from Iowa and Illinois if the principals make arrangements ahead of time with Mike Cole. They can use multiple dogs at several sites for a training experience. Director Roberson asked how often this will be done. Mr. Wernentin said they might want to do a search quarterly but not more, and adjust for the block schedule.

**ACTION:** The vote on the motion was called and recorded as follows: Ayes: Guard, Roberson, DeFauw, Tupper, Zamora, and Low. Motion carried unanimously.

C. Other Employee Contracts 2004-2005 (**Not ready for approval at this time.**)

## DISCUSSION ITEMS

### VI. DISCUSSION ITEMS

#### A. Bank Confirmations/Depository Balances

Board Treasurer Linda Smith Kortemeyer presented the bank confirmations and depository balances in accordance with Board Policy #304.02 Treasurer's Annual Report. The report included a list of the District's designed depositories and the cash or investment balances confirmed by the depositories at the end of the fiscal year as of June 30, 2004. All accounts were verified and were in agreement with our records. A copy of the report will be included in the minutes of record. There were no additional questions from the Board following the presentation.

#### B. Future Local Option Sales Tax Projects and Review of Boundary Feedback

The administration provided the Board with a list of projects that could use the remaining local option sales and services tax dollars. Mr. Good said there were \$100 million in needs and about \$25 million left to be used. He said we now have a good list of opportunities and ways to spend the money for the facility needs of our students. Mr. Good said the amount available was enough to cover the items on the list provided. Director Zamora asked if there were major requests not covered by the proposal. Mr. Good responded there will be parents who really want something for a building that is not covered, and board members will hear from them. But we have been well-represented from each building on the LSIAC and we are looking at the best interest of all the schools. Director Tupper expressed concerns about no allowances for building new schools in the north part of the District where there may be overcrowding. He wondered how long we could put this off. Mr. Good said in the original plans they looked at a new school in the northeast to take care of overcrowding. They have looked at the boundaries and changes will take off some of the pressure in these buildings. However, if something happens in the next three years, the LSIAC will need to look at the list again. At this time they were not suggesting a new school because there wasn't support for it, and it would mean not addressing other needs.

Director Tupper had concerns with future growth in the north, and had fears of overcrowding. Then the Board would have to deal with this problem in the future. He felt this option should be considered as the Board decides what to adopt as projects. The Board continued discussion about the scope of projects. Director Tupper requested a spread sheet showing money spent on school projects completed, money suggested for new improvements, and totals by buildings. Mr. Good would work at providing this information for the Board.

Director Guard was very pleased with the priorities and the needs being addressed. The committee made suggestions around areas of safety, energy conservation, and spreading money around to a number of schools. This was a good guide line and there were a lot of things that won't get done. However, there may be other ways to plan for those needs and we should follow this plan right now. Director Guard felt Mr. Good and the staff were looking at a bigger picture and there will be additional opportunities for input from the LSIAC to work on building plans. Director Guard said the list was a foundation for this Board, and they can come back to the community to address a new building through the use of a bond issue. With support of this process, we build a core group that will help with a bond referendum. This will challenge future Boards and we need to go along with the projects recommended where we have the most needs. We can't make changes based on individual board member's likes, but we need to go with the process and look at the bigger picture. Director Guard thanked Rachael Mullins, Juli Staszewski, Marsha Tangen, Bill Good, Ethel Reynolds, and Jim Andrews for their cooperation and preparation of materials.

Director Roberson thought the Board should listen to the concerns of Director Tupper and to pay attention to growth areas in the north. He asked if there should be concerns about getting caught with a lack of space if we don't get relief with boundary changes. Mr. Good said changes in boundaries will help with much of this. We would like to see a lot of growth and we are seeing some. We have talked about the northeast, but there is also growth taking off in the west part of the District. We have room now and hope the buildings will fill to capacity and then we will have to adjust. He believed we have an opportunity for adjustments in buildings that could be satisfied with some boundary changes.

Director DeFauw said this process has shown the Board current needs of the District and our visions are changing. This reflects needs now, but what changes will happen in five years? The list was a good foundation to move forward but not a final project list. President Low agreed and said when the list was first developed, there was much community involvement. It was a vision we needed to follow to spend the money across the District and we started with the senior high schools first because those buildings had the largest impact. There are schools that have not seen improvements and everyone pays the local option sales tax. It would be healthy to review the list and to hear from the community again.

Director Zamora said she wanted to make sure everybody was aware of the "jewel" we have in Bill Good being our Director of Support Services. He has helped us enormously and worked diligently in carrying out projects to completion. We need to review the comments on the projects and next create a format on our web to share this with the community in order to get additional feedback. Mr. Good said because of the complexity of the projects, this might cause some confusion on the website. We need to have a simple format that is user friendly. We need to work with Gary Sloat on the setup for the web. At the Committee of the Whole in September, the Board will see how this works and have feedback. Some board members worked with the LSIAC but not all board members had a chance to share ideas on projects and boundaries.

Director Zamora wanted to thank everyone for their work on the presentations. She was pleased with all the opportunities for community input. She encouraged the public to talk with the Board because they wanted to hear from them. Mr. Good said he would work at getting information about the projects and boundaries on the web as soon as possible.

### **C. High School Graduation Requirements**

Juli Staszewski shared 11 changes outlined to update high school graduation requirements. She explained each item on the list. The recommendations included a change from 20 to 26 units of credit in grade 9-12, required core courses being increased, .5 units of credit for physical education courses, maintaining a full schedule through the third year, early graduates completing one semester in the traditional schedule, retaking failed core classes in summer school, service learning requirements, on-line AP courses counting toward elective credit, students completing a health course, implementation with this year's 8<sup>th</sup> graders, and successfully completing one technology course. Director Zamora thought the list was good and she liked the service learning requirement. Juli Staszewski credited Roger Fuerstenberg for being instrumental in this recommendation. Roger explained service learning was different from community service and gives students an opportunity to communicate with the real world. The service learning project might involve working on city or governmental activities, or with an after-school environmental program at the Marsh. Service learning will be a part of the curriculum.

Director Guard asked if the LSIAC had looked at the changes in the high school graduation requirements. Juli said this group was very influential and she would appreciate having them involved with the changes. Director Guard felt if members of the LSIAC had buy-in with the changes, they could sell the new requirements to the community at large. Director Tupper said in the past the music program had been affected by the requirements and he wondered how this would be affected by the changes.

Dr. Fair talked about looking at collective majors during the last two years of high school and having students select a specialty area to branch off. This would be elective credit and students could look at career options in art, dance, music, and other areas. The students would choose a major field first and then receive credit for the courses taken in that area. Board members had questions about music and art credits, flexibility in schedules, dropping classes, and adjustments in attendance times for students who have trouble with a traditional schedule of classes. Dr. Fair said the schools were working together to solve some of the issues and to look at the impact on students. Director Tupper thought there needed to be some exceptions made in the requirements.

Dr. Schuerman said he had not been on the committee studying the recommendations, but he would like to come back to this matter again for more review. Juli Staszewski said she would like to bring this to the LSIAC first and then to the Policy Committee to review. Dr. Schuerman felt the Board needed further discussion before any approval on the changes. President Low supported the serving learning addition to the requirements and felt this was part of a basic education from K-12. She thought the addition was going in the right direction.

### **D. Annual Progress Report (Final)**

Bob Mata presented the Board with a 65-page document detailing the Annual Progress Report. The report was made to the Board as part of the requirements from the State, and it was a continuation of a discussion of the APR started on August 9. Mr. Mata thanked the people involved with gathering the data and said the document will be available to the community on the website by the end of the week. Mr. Mata went through each page of the report explaining changes made in various areas, subgroups, and grade levels. There were areas with considerable gains, and some areas with losses.

Board members had a variety of questions after the presentation and additional materials will be provided by the September 27<sup>th</sup> meeting. There were some figures which needed to be corrected and Mr. Mata would provide revisions for the Board as soon as possible. There was a lot of information in the document that teachers could use. Director Tupper would like a more regular

review on how buildings are improving the achievement gap and to hear about ideas from administrators on things working. Mr. Mata agreed we needed to improve on what we do and the instructional support team was looking at areas. Director Tupper emphasized the teachers have done a good job of continuing with improvements and we are trying to do the best we can. He appreciated the efforts of our staff, and especially noted the improvements at Jefferson Edison and success with the Special Education students.

Mr. Mata said we have an opportunity to develop awareness of our successes at the Committee of the Whole and Regular Board Meetings. He hoped to engage the coordinators and directors to have key people provide information on our implementation process. Director Roberson said his concern was about what we are not doing when he saw a group failing to meet the goals. He said this has to change and we can't come back year after year with the same numbers. He wants to see what we can do to change the outcomes for these students. It isn't good for our community to have students who are not improving because they have to have jobs in our community and become taxpayers. Student achievement and performance should be what this is all about in our educational goals. It has to be for all students, and we can't keep coming back to say we are concerned but we aren't doing anything to change it.

Director Guard saw the Superintendent taking lots of notes and he wanted the Board to get actively involved in this process also. We need to tear this apart and have several meetings to discuss issues and to invite people to help us build some strategies to be successful. Director Guard said the Board was behind our teaching staff because they really want results and are willing to be part of the solution. Director Zamora said we need to ask the families to help with their children. Director Roberson said this process starts at home and in the communities where the children live. He felt we need a parent conference to dialog about their needs and talk about their expectations for the children before we can really help them. He tells people to read to their children and work with them at home. We must make some changes so we don't spend more money on jails than we spend on education.

Dr. Schuerman said he would make a presentation later, but he assured the Board this conversation has been a primary dialog with the staff in the last two weeks. He will be meeting with groups to talk about what we can do and what the community can do to help. We need a plan in place, we need to develop strategies, and we must make changes. Director DeFauw said the Board would have opportunities to review their goals and we needed to identify the goals that revolve around student achievement and what the Board can do to affect changes. Dr. Schuerman said he was aware that a "New broom doesn't sweep clean." This is a good school district but we need to have emphasis in the right direction because the community expects it and the people deserve it. We can't make changes overnight, but the whole district needs to take responsibility. The staff needs to spend time on how will they do their jobs and change the achievement gap. What can we do to change or what aren't we doing that would work? The administration would be sitting down with teachers to discuss how to use the data in the report which will be a stimulus for improvement.

#### **E. Schools in Need of Assistance Report**

Several members of the administration reported on information released by the Iowa Department of Education regarding school districts and buildings across the state that will be deemed "In Need of Assistance." The designation was based on assessment data from the 2003-2004 Academic Year. There was discussion about the list of schools, action plans, and what all of this means to our school district. The Board learned about the communication plan which included district-level response, school building response, and parent and staff as message bearers. The Board heard about annual measurable objectives, safe harbor, sanctions, alternative governing plans, correction action plans, and setting aside \$370,000 of title money to help all the schools.

Ms. Mullins gave an overview of our approach and Ms. Farley followed up with information on how they were working with our buildings. The principals were thanked for being flexible, open, and willing to make changes. They are committed to student achievement and teachers want to do more than just teach to the test. Our parents are supportive, media partners are advocates, and we are using the web site for communicating with the public.

There was information on being in need of assistance, how we notify parents, and our corrective action plans. Mr. Andrews talked about facilities, boundaries, and dialogues with staff about the achievement gap. He said if we continue to do the same things, we aren't going to change. He was meeting with principals to talk about what they can do differently. He recognized principals who attended tonight because they understood their role and were up to the challenge.

Mr. James O'Hare from the AEA talked about the Iowa system of support and ways for AEA to help our District. He shared information on the support for schools in need of improvement that could come through the AEA. Our District has asked the AEA to come in and work with our buildings. There will be an audit phase, diagnosis phase, and design plans. Mr. O'Hare went through the details involved with each phase showing who would be involved and the steps they would take. They would collect data, create profiles, determine areas of concern, and develop relevant questions in the audit phase. In the diagnosis phase they would administer self assessment, staff assessment, contact focus groups, and determine current reality. In the design phase they would identify desired statements, complete gap analysis, develop a two-year plan, focus on primary, elementary, and other professional development methods, contact peer review, and secure D.E. approval. Mr. O'Hare explained the implementation phase as well as the monitory and assessment phases. During the implementation phase the AEA would assure the delivery of instruction, and monitor the implementation plan. During the monitory and assessment phase they would conduct formative and evaluative measures, see community results, and update the two-year action plan based on data.

Mrs. Reynolds talked about addressing the issues with the principals and seeing them work with the staff frequently to make sure everyone is accountable. Some teachers have been in tears because they are under so much pressure to make students achieve. There were three schools that made significant improvements, and they understand they are heading in the right direction. We are working with other schools to make even more improvement. We are setting aside funds and looking at the best practices for the middle school students. We have the funding to do this work and we are taking on the challenges. For the most part, the staff understands this and they know something has to change. We are asking for ideas and having conversations with teachers on achievement. Dr. Schuerman remarked we are starting off the year with learning on the first day and not having teachers socialize during this time. We can't wait to hear the success stories this year. We have some schools that do not have achievement gaps and we want them to share what they are doing. Dr. Schuerman made it very clear this was a team effort for the District. It involves the teachers, principals, central office, other employees, and the Board because board members have made it clear to us that they want to be a part of the effort.—the kids will learn.

Director Zamora asked when the Board would start hearing the success stories. Dr. Schuerman said efforts will be made to share good information upfront and in a timely manner all through the year. Director Tupper asked if the Board could see summaries on testing on a regular basis, maybe even monthly. Mrs. Reynolds would like to get a response from principals first on the best way to report that would make the most sense. Dr. Schuerman said people were doing a good job but he wanted everyone to understand we are zeroing in on changes. We need to accept as adults that teaching is what we are all about; teaching and learning will be the primary issue in our discussions.

**F. Superintendent Search Update**

President Low talked about having a meeting with McPherson and Jacobson to work on a timeline for continuation of the superintendent search. Drs. Jacobson and Williams have asked for a two-hour workshop on October 4, possibly from 4:00 to 6:00 PM, if that would work for board members. The meeting could be held before the scheduled Committee of the Whole meeting or at a time more convenient for everyone. Director Tupper said he would not be available at 4:00 PM, but he hoped the time could be scheduled later that evening to meet with the consultants.

**G. Organizational Planning for 2004-05**

Dr. Schuerman told the Board he had done some reorganizing and would like to present his observations and strategies. There is a new charge for the Executive Council with the ultimate objective to improve learning and achievement for all students. We are rewriting job descriptions and explaining what we will do and for what we are accountable. We are moving into a helpful mode to assist school staffs (principals, teachers, counselors, and other support staff) in the implementation of individual school improvement plans to maximize teaching and learning in the school district. Dr. Schuerman said he would share more information with the Board during the September 13 Committee of the Whole.

**ADMINISTRATIVE AND BOARD REPORTS****VII. ADMINISTRATIVE AND INSTRUCTIONAL REPORTS**

There were no additional administrative reports.

**VIII. BOARD REPORTS AND REQUESTS**

President Low talked about the new teachers' breakfast. One teacher talked about her experience and education. She had a passion for being a teacher, and she applauded the District for the professional manner in which we were helping new teachers get started. President Low said the credit goes to the administration, the central office, and the board members for setting this up. Dr. Schuerman said he also was impressed by the competency of the administrative staff in our district.

President Low asked board members to look over the survey materials from IASB. They were asked to complete this on-line by September 17. If anyone needed a hard copy, they should let Linda know.

**ADJOURNMENT**

**MOTION:** Director Tupper moved the Board adjourn. Director Guard seconded the motion.

The vote on the motion was called and recorded as follows: By affirmation all ayes.

President Low declared the meeting adjourned at 10:00 PM.

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Linda Smith Kortemeyer, Board Secretary